



Telecommunication Development Bureau (BDT)

Second Meeting of the Telecommunication
Development Advisory Group (TDAG)
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HUMAN RESOURCE DEVELOPMENT ISSUES

BACKGROUND:

In the ITU-D sector, human resource development issues are dealt with under the following three components:

- a) The programs and activities of the Valletta Action Plan, Program No 6: "Capacity building through human resources management and development", which is being implemented by the BDT;
- b) Study Group 2 of the Development Sector, Question 15/2: "Human resource management and development to successfully meet the challenges of sector reform and transformation, with special emphasis to employment including consideration of gender issues";
- c) The Special Group on Human Resources Development, which reports to TDAG, and which provides guidance on Questions 15/2 and 16/2.

STATUS OF EACH ACTIVITY:

a) ***Program No 6: Capacity building through HRM/HRD:***

The implementation of this Program is on schedule, without major problems being incurred. The status report on VAP implementation, which was considered under item 9 of the TDAG agenda, provides an overview of the activities which have been implemented so far this year, as well as the activities which are planned.

The first three objectives of Program No 6 are financed by the Valletta Action Plan budget (2/6.1-Transfer of know-how, 2/6.2- Sharing of experience and know-how, and 2/6.3-Assistance), while the other 3 objectives are being financed with Telecom Surplus funds or with the internal operational budget of BDT (2/6.4- Dissemination of information, 2/6.5-Training and human capacity building (Centers of Excellence and GTU/GTTI) and 2/6.6- The exchange of experiences and know-how)

Each one of the four proposed Centers of Excellence, as well as GTU/GTTI project, have their own working plans and progress has been achieved in the implementation of both projects. TDAG participants will wish to note that there is an increasing number of external partners who have associated themselves with these two projects.

b) ***Study Group 2 Q-15/2:***

The leader of this study is Mr. Pierre Derome from Temic, Canada, with the support of HRD Division. He reported to last week's Study Group 2 Meeting on the status of this question.

The study group uses electronic conference means to carry out its work, in which the participants may discuss the subject and may put forward their contributions. It must be noted that the group has not yet been very active.

One of the proposals (made by HRD Division) was to develop case studies that will show the real impact of the Telecommunication Sector Reform on the human resources, with emphasis on employment and gender issues.

A request was made to recruit consultants to develop the above-mentioned case studies. However, since Study Groups do not have a budget to recruit consultants, members of the study group will need to carry out themselves the required activities.

Using some resources from Program No 6 to help one consultant from Costa Rica, the BDT will develop the first case study covering countries from Central America. This is possible to do because the case study will be also used in one of the BDT management courses. In that way BDT is contributing with some additional resources to the Study Groups activities. (Planned action Sept-Dec 1999)

During the recent Inter Regional HRD and Training Meeting held in Coventry (18-24 August 1999) the problem was submitted to the consideration of the delegates (all responsible of HRM/HRD and/or Training activities), to seek volunteers to participate in the development of these case studies. Some delegates showed interest, and negotiations will continue with them on this matter over the coming weeks.

c) ***The special group on Human Resource Development.***

The chairperson of this group, Mr. David Mellor, presented a status report to last week's Study Group 2 meeting (Document 2/704-E)

The mandate of this special group, which is open to HRD experts, can best be summarized as follows: liaise with Study Group 1 and the BDT on matters related to HRD; report to Study Group 2 on its activities; place special emphasis on employment and gender issues related to HRD; propose strategies to ensure that the study group outputs are utilized in the BDT HRD activities; advise and co-ordinate the work related to Questions 15/2 and 16/2; study and propose recommendations on the strategies and propose recommendations for the development of the ITU Centers of Excellence; and, between Study Group 2 meetings, report through the Chairman of Study Group 2, to TDAG on its activities and recommend advice and guidance on how to most effectively address strategic human resource development issues.

Up to now, the Chairperson and the Head of HRD in BDT have been the only active members of the group. However, in the report of the Chairman to the Study Group, several actions are mentioned. One of these was a joint workshop under the "ITU and Cable & Wireless Training Scheme", which was held at ESMT in Dakar, dealing with subjects related to commercialization, including the role of regulation, the financial implications of commercialization, identification of what would attract investment, etc.

BDT/HRD Div. translated and prepared all materials in French and provided fellowships to the French speaking countries of Africa. Cable & Wireless provided the content of the workshop and the specialist lecturers.